



PATTY PITTS PHOTO

Anti-racism rally heard on campus

Watching from the sidelines, this youngster listened intently while a series of speakers condemned racism at a March 21 rally to mark the United Nations day for the elimination of racial discrimination. Following the rally, organized by the Women of Colour Collective and the United Coalition Against Racism, the students marched around campus and through buildings chanting anti-racism slogans.

Schofield ratified to take up Dean of Social Sciences post

Dr. John Schofield, UVic's current Associate Vice-President Academic, has been appointed Dean of Social Sciences for a five-year term. The appointment takes effect July 1. Schofield will step down as Associate Vice-President Academic when he replaces current Dean of Social Sciences Dr. Lou Costa who has headed the faculty since 1983. Costa will take a year's administrative leave when he finishes his term as Dean this summer.

Schofield came to UVic in 1972 as a member of the economics department. He was chair of the department from 1986 to 1991, acting director of the fledgling School of Business from 1989 to 1990 and has been acting director of Co-op since

January. His latest appointment follows ratification by both the Division of Social Sciences and the Faculty of Arts and Sciences.

As Associate Vice President and UVic's international liaison officer, Schofield says he's been pleased to help expand the University's initiatives in international activity. He points out that UVic now has more than 50 active academic co-operation agreements with overseas partners for student and faculty exchanges, collaborative research endeavors and other opportunities. Schofield also welcomed the opportunity to contribute to policy and program development across the University, and to be involved in a variety of human resource issues

and special projects.

"I look forward to the challenge of taking up a position with a direct line responsibility, as well as responsibility for advocacy on behalf of an important constituency in the University," says Schofield. "In the face of anticipated financial difficulties in coming years, we will need to be vigilant in protecting the integrity of research and teaching programs in Social Sciences, and creative in terms of finding ways to enhance these programs. I would like, for example, to encourage further development in internationalization of the curriculum, interdisciplinarity, use of new educational technologies and involvement in co-op programs."

Job-seeking grads praise university education in survey

Graduates from British Columbia's universities give high praise to their university experience and credit it with helping them find employment, according to the preliminary report of a survey of 7,600 graduates conducted last fall.

The Graduate Follow-Up Survey, developed and funded jointly by The University Presidents' Council of B.C. and the Ministry of Education and Skills Training, is the first of its type to be completed on a university system graduating class in Canada. Statistics Canada was contracted to provide the technical aspects of the survey development and to do the telephone interviews.

Students who graduated in 1993 from baccalaureate and first level professional degree programs (with the exception of medicine and dentistry) from UVic, University of British Columbia and Simon Fraser University were surveyed. They

were selected for the fall 1995 survey because it was felt that two years was sufficient time for the graduates to complete the transition to the workforce.

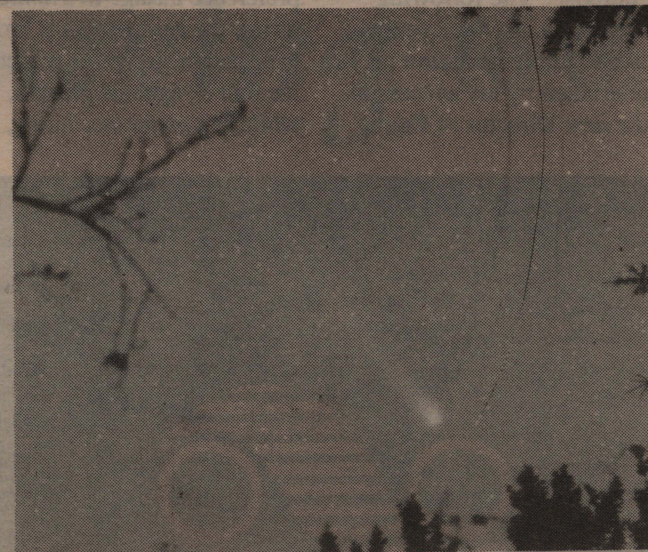
The preliminary report indicates employment rates are high among graduates and life-long learning patterns are already being established. Those surveyed highly commended their university programs, crediting them with developing their ability to analyze and think critically, solve problems, think creatively and write well. The graduates also said they developed key skills in learning to work effectively with others.

While the transition to the work force was seen as somewhat difficult by a number of graduates, most were able to settle in within two years of graduation. Those surveyed said the transition could be improved by enhanced liaison and bridging arrangements between universities and potential employers in

addition to expanded co-operative education programs, in which students alternate periods of study with paid work terms.

Of those surveyed, 95.7 per cent felt they had learned a great deal in their program of study; 96.5 per cent rated the co-op program in which they had participated as "very good" or "good"; 71.8 per cent reported they would select the same program again; and 76.8 per cent had held relatively permanent (as defined by Statistics Canada) jobs since graduation. The number rises to 84.8 per cent when those who had permanent jobs prior to completing their programs are included.

A more extensive report on the survey will be released in May. Each of the participating universities will have access to the information provided in the interviews with its graduates and will be able to use it to improve their programs and services to students.



The above photo of comet Hyakutake was taken by Dexter Gretchen of UVic Facilities Management. Gretchen captured the comet on film on March 27 circa 9:15 p.m. at Spectacle Lake, using a camera tripod and a 35 mm Olympus OMI camera, with a 50 mm lens. He shot at f2.8 with a 60 second shutter speed, using Kodak Royal Gold ASA 1000.

CNN dumps Hubble for UVic's Balum

CNN was all set to use images of the comet Hyakutake produced by the Hubble Telescope until a producer of the Atlanta-based world news network caught UVic astronomer Dr. Dave Balum's groundbreaking images on the Internet. Bye bye Hubble. Hello Dave. CNN immediately scrapped the idea of using the Hubble images when they saw Balum's one-of-a-kind animation. He is the first astronomer to produce moving images of a comet which he created after taking 80 still photos and linking them in sequences of 10 to 12 exposures. The photos were taken from the Climenhaga Observatory atop the Elliott Building. The images can be viewed at Physics & Astronomy's web site at <http://astrowww.phys.uvic.ca/hyakutake.html>. CNN aired the segment on Sunday, April 7.

The Speakers Bureau wants you

The UVic Speakers Bureau is now recruiting members for the 1996-97 academic year. The Bureau is an important means by which UVic reaches out to local groups, schools and organizations. Membership forms are being distributed through campus mail, and responses are requested by April 30 in order to meet deadlines for compiling the 1996-97 List of Topics.

The Bureau thanks all 132 faculty, staff and graduate students who joined this year and helped to make it one of the most successful in the Bureau's 15-year history. More than 230 speaking engagements were filled with local groups and organizations.

Members in the Bureau are not expected to incur any out-of-pocket expenses, and speaking

engagements are booked at times mutually convenient for both speakers and host groups.

For more information or to receive a membership form for the coming year, please contact Mandy Crocker at 721-8587.

An upcoming edition of *The Ring* will record all of the speaking engagements filled since January 1 this year.

Scully presents background to B.C. Human Rights decision

MEMORANDUM

TO: All Regular Faculty Members

FROM: Samuel E. Scully

RE: B.C. COUNCIL OF HUMAN RIGHTS APPROVAL OF THE UNIVERSITY'S EMPLOYMENT EQUITY PLAN

The B.C. Council of Human Rights has now approved the University's application for exemption under Section 19(2) of the B.C. *Human Rights Act*. This approval includes: the University's Employment Equity Program based on the *Equity Policy for Employees at the University of Victoria* and the *Equity Policy for Female Faculty Members*; and (in principle) the Guidelines for the Designation of Hiring as Limited or Preference Hiring. To that approval, the Council has attached an important and valuable condition: that the University consult with employee groups and with the President's Advisory Committee on Employment Equity, in the implementation of the full Employment Equity Program, including the Guidelines on Limited or Preference Hiring.

The Guidelines on Limited or Preference Hiring have been the subject of lively debate in recent months. They need further work as well as public discussion, and must be implemented only in a context where there is a better understanding of their purpose. The following information is provided so that the task of implementation may be undertaken by my successor and the new Director of Equity

Issues in cooperation with academic departments within the proper context.

The Employment Equity Program was instituted at the University in 1989 in response to the requirements of the Federal Government Contractors' Program; as a direct result, the *Equity Policy for Female Faculty Members* was the first equity policy approved by the Board of Governors in 1990. After considerable experience with the initial policy, the Board of Governors approved the *Equity Policy for Employees at the University of Victoria* in 1995. This new Policy, like the 1990 Equity Policy, which still remains in force, commits the University to undertake various measures to achieve employment equity at UVic, including measures in the areas of recruitment and hiring of employees.

In the spring of 1995, there was discussion about the complex issue of implementing the provisions of the 1995 *Equity Policy*. One strategy that had been used by various departments and schools in the past decade has been that of limited or preference hiring: in a limited hiring, the competition is limited to a specific group (or subset of the four designated groups), while in a preference hiring, the

competition gives preference to a group or groups. This *ad hoc* strategy had clearly been among the most effective in promoting the objectives of the 1990 *Equity Policy for Female Faculty Members*. A request to the B.C. Council of Human Rights for comment on this strategy yielded only the following excerpt from the Council's 1994 Interim Policy Guidelines.

"A comprehensive approach to employment equity would include all four groups; however, there may occasionally be good reason for focusing on one or more of the groups and excluding others. For example, the population of one or more of the groups in a given area may be too small to allow for numerical goal-setting; the nature of the business may focus on one of the designated groups; or an employer may be ready to start with one group and phase in measures to address the remaining groups over time."

These Interim Policy Guidelines had been developed by the Council to assist it in the implementation of sections 19.1(1) and 19.2 of the B.C. *Human Rights Act*, which gave the Council the power to approve an organization's employment equity program:

19.1(1)

It is not discrimination or a contravention of this Act to plan, advertise, adopt or implement an employment equity program, that

(a) has as its objective the amelioration of conditions of disadvantaged individuals or groups who are disadvantaged

because of race, colour, ancestry, place of origin, physical or mental disability or sex, and

(b) achieves or is reasonably likely to achieve that objective.

19.2
The Council may approve any program or activity that has as its object the amelioration of conditions of disadvantaged individuals or groups, and any approved program or activity shall be deemed not to be in contravention of this Act.

The advantage of such program approval is that, once the program is approved by the Council, the University is protected from a finding of discrimination based on the operation of the program. Approval of the employment equity program by the Council would allow the University to implement future equity initiatives with the confidence that they are in accordance with the Human Rights legislation.

In the late summer of 1995, before initiating the full, campus-wide discussion which was bound to be vigorous and time-consuming, I met with the Director of the B.C. Council of Human Rights to explore further the issue of whether this strategy of limited or preference hiring already informally in use within the University was legitimate under the Act, and if so, under what conditions. The purpose was to seek assurance that this course of action is consistent with existing Human Rights legislation. The Director of Equity Issues had earlier drafted some Guidelines for

Limited or Preference Hiring which were provided to the Deans' Council for their reaction.

As a result, in July 1995, an exploratory application for approval of the Guidelines was sent to the Council. The response of the Council was to suggest that it review the University's entire employment equity program, the history of the two policies, and the planning and consultation that had occurred. In light of that review, the Council suggested that the application be revised to permit consideration of the University's employment equity plan under section 19(2) of the B.C. *Human Rights Act*. During its consideration of this revised application, the Council consulted all the employee groups at UVic for their opinions and considered submissions from various groups and letters from individual faculty members. The University's program was formally approved by the Council on 13 March 1996.

The University now has a firm ruling from the Council on the legitimacy and conditions of both the University's employment equity program and of the strategy of limited or preference hiring. This ruling provides a solid basis for the design of ways and means to address the 1995 Equity Policy. Effective implementation will be contingent upon consultation, education and planning.

I am confident that, during this critical process, you will support my successor and the new Director of Equity Issues, in the continuing implementation of the University's Equity Policies.

Returning students can pick up authorization packages

This year returning UVic students won't have to watch their mailboxes for their statement of grades/authorization to re-register for the 1996-97 winter session. The University is giving students the option of picking up their authorization

packages in person on campus.

All continuing undergraduate students who are re-registered in the 1995-96 winter session and who are re-registering in the same faculty (with the exception of Bachelor of Engineering students and distance education students) can pick up their packages May 16 and May 17 from 10 a.m. to 8 p.m. and May 18 from 9 a.m. to noon at records

services on the main floor of the University Centre. Identification will be required at the time of pick up and students must provide written permission to anyone picking up the packages on their behalf.

By offering this option for the first time, UVic saves \$4,000 to \$5,000 in distribution costs and students can get the information as soon as possible.

QUOTE

"Advertising simplifies us, when I think what we want to do is to become more aware of complexity, nuance, and the complicated messiness of human situations."

—Martha Nussbaum (1947-)
Quoted in *A World of Ideas* by Bill Moyers



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Trip boosts UVic's bonds to Pacific Rim

BY TERESA MOORE

The latest trip to Asia by a UVic delegation has netted a number of valuable academic co-operative agreements between the University and prominent institutions in the region and laid the groundwork for financial support of the University's academic opportunities in Asia.

The 12-day whirlwind tour took President David Strong, Associate V-P Academic John Schofield, Associate V-P Research Alex McAuley, Director of the Centre for Asia Pacific Studies Bill Nielson, Head International Business Programs Dale Beckman, and Executive Director Development and External Relations Meg Beckel to Malaysia, Hong Kong, Singapore and Thailand. The goal of the visit was to forge closer ties with universities and institutions in the Pacific Rim, develop possibilities for financial support and begin developing alumni branches there.

"It is increasingly important to promote international activities as a means of enhancing the quality of our teaching and research programs and, hence, our reputation both in Canada and abroad," says Schofield, who is responsible for UVic's international initiatives.

The UVic contingent met with senior university representatives, diplomats, business leaders and prominent government leaders and officials. They also met with UVic grads who now work and live in Asia to begin developing associations for grads and friends of UVic and were successful in establishing contacts with grads willing to work on behalf of UVic. UVic alumni assisted in organizing the President's receptions in Kuala Lumpur, Singapore and Bangkok and alumni will act as UVic agents at an upcoming Taiwan-Canadian festival which will

highlight educational opportunities in Canada. They will set up and staff a booth to promote the University.

The UVic delegation, on behalf of the Board of Governors, also invested two prominent leaders as honorary patrons of UVic. Honorary patron status was approved by the Board in August 1995 to recognize people of great distinction, highly respected in their own countries, who are supportive of UVic. As UVic increases its international activities, from recruitment to research to fund-raising, the honorary patron status is a means of welcoming people into the University family, particularly in Asia where universities are held in very high esteem, and establishing friendship and support in different countries. Former Thai prime minister Anand Panyarachun was honoured at a ceremony at the residence of the Canadian Ambassador, Manfred von Nostitz. The occasion also marked the pledging of one million baht (about \$60,000 Canadian) by Thai corporate leaders to the UVic-Thai Educational Initiatives Fund, which will support two-way exchange programs and other initiatives between UVic and its partners. UVic has the largest educational presence of any North American university in Thailand with 13 formal educational agreements in existence or planned with leading institutions.

Datin Seri Dr. Siti Hasmah, a respected pediatrician and wife of the prime minister of Malaysia, Datuk Seri Dr. Mahatir Mohamad, was also invested as an honorary patron at a ceremony in Kuala Lumpur attended by the prime minister and Canadian High Commissioner John Bell. She will

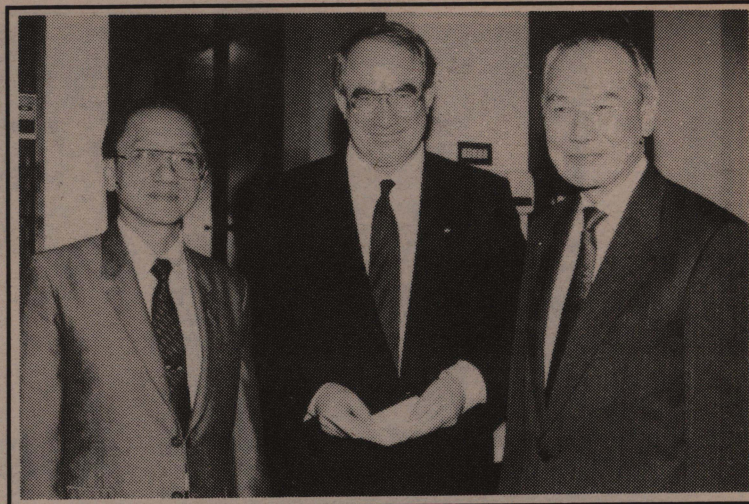
spearhead the UVic-Malaysia Educational Initiatives Fund which will support UVic initiatives with Malaysian educational partners similar to those in Thailand.

Academic co-operation agreements providing for student and faculty exchanges, collaborative research and other joint initiatives were signed with four institutions:

- Huachiew Chalermprakiet University, Thailand
- Universiti Sains, Malaysia
- Universiti Pertanian, Malaysia
- University of Malaya

The establishment of development agreements were discussed with:

- University of Hong Kong
- Thammasat University, Thailand
- Khon Kaen University, Thailand
- Silpakorn University, Thailand
- Sepang Institute of Technology, Malaysia
- Mara Institute of Technology, Malaysia
- Taylor's College, Malaysia.



Former Thai prime minister Anand Panyarachun (right) was named an honorary patron of UVic at a ceremony attended by UVic President David Strong and leading Thai business and political leaders including Umphan Viparkasit (left) managing director of the Nitro Chemical Co. Ltd. UVic has the largest educational presence of any North American university in Thailand.



Datin Seri Dr. Siti Hasmah (centre) wife of Malaysian prime minister Datuk Seri Dr. Mahatir Mohamad (second left) was named an honorary patron of UVic. Dr. David Strong (left) was on hand as was Canadian High Commissioner John Bell (right) and wife, Yvette.

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High marks aren't limited to the classroom

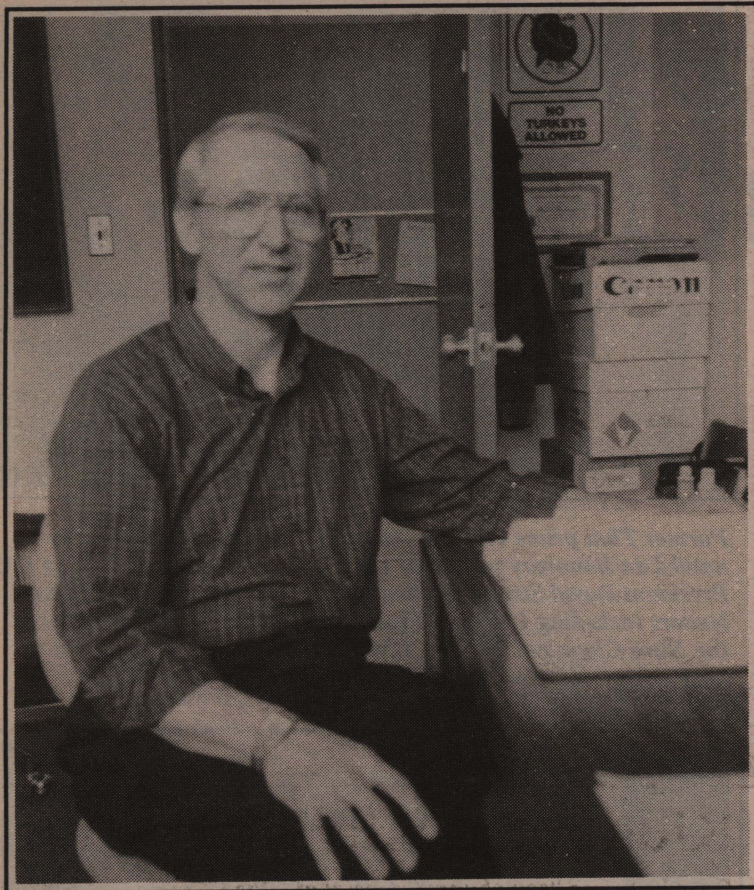
UVic students also excel in the community, on sports teams and as artists and performers. If you know a UVic student who excels in both the classroom and the community, we'd like you to consider nominating him or her for a Blue and Gold Circle award.

This new award honours UVic students who maintain high academic standards while volunteering with community groups or participating in sports or fine arts.

The deadline for nominations is April 30, 1996.
Winners will be announced in the fall.

For nomination forms and further information about the Blue and Gold Circle awards call UVic's Student and Ancillary Services office at 721-8022.





Dr. Bruce Johnson turned to teaching over uncertainty of farming.

Math prof named faculty's teacher of the year

BY TERESA MOORE

An exceptionally hot summer four decades ago and an outbreak of a deadly disease changed one Oregonian boy's life and the lives of a generation of UVic math students forever. Dr. Bruce Johnson (Math & Statistics) grew up on a turkey farm in Oregon and always assumed he'd take over the farm from his father. It was a hard life, he acknowledged, but one that gave him great satisfaction. In fact, he was so sure that he wanted to major in poultry husbandry at Oregon State University and become a turkey farmer, that after completing Grade 10 math, which was all that was required for the course, he dropped the subject. Then a fluky summer heat wave killed almost 800 of the birds and two years later ornithosis, a pneumonia-like disease, devastated the entire breeder flock. Johnson went looking for a new career.

"I decided I couldn't handle all the uncertainty in farming," he recalls. "I was all geared up to farm, but these disasters changed my mind."

Not equipped with the math courses he needed for non-farming programs at university, Johnson brought out his Grades 9 and 10 math texts and crammed for the entrance exam. He breezed through it and immediately embarked on a one-year remedial math course. After graduating from Oregon State University with an honours degree in math, he started a three-year stint in the air force, which took him away from new wife, Joan, to such remote spots as Johnston Island, 800 miles west of Hawaii and the Aleutian Islands in Alaska. Upon his release from the service, he began his PhD at the University of Oregon while Joan taught school. Four years later he took a one-year teaching position at Oregon State in the statistics department, but with no applied statistics in his background, longed for a position in mathematics.

Enter Bob Odeh (Math &

Statistics). The two were attending a meeting of the Institute of Mathematical Statistics in Las Vegas in 1971 and Johnson shared his dilemma with Odeh, who had recently taken a position at UVic. Odeh suggested he apply for a position at the young university. Johnson jumped at the chance to return to the city where he and Joan had honeymooned years before.

The rest, as they say, is history. Johnson has been on faculty at UVic for 25 years and recently was named the teacher of the year in the faculty of science.

He is thrilled by the award (although he modestly suggested that Joan should get it. "Now she's a great teacher") and humbled by the accolades his colleagues and students have given him.

"He is a better overall teacher than me," wrote Dr. Bill Pfaffenberger, chair of the department, "and is the most dedicated, consistent teacher of mathematics and statistics I have ever encountered."

"I consider myself a reasonably good teacher," echoed Dr. Ian Putnam, an associate professor in the department, "but Dr. Johnson is outstanding...I believe he is the best teacher in our department."

His students agree, giving him first class marks in effectiveness, availability and course rating. "Dr. Johnson never turns a student away, even if it isn't his office hours and he helps me in other courses that he isn't teaching," wrote one student. "Dr. Johnson cares. He wants everybody who takes a class from him to learn the material and appreciate it," wrote another.

"I do care," Johnson says matter-of-factly. "I really do care how well the students do."

He admits he's not a natural lecturer, but even as a student his ability to explain difficult concepts was far above those of his peers. "When we were in a tutorial and I thought of a way to tackle a problem, everyone

would say, 'Shut up. Johnson has an idea,'" he laughs.

He spends hours preparing and organizing his classes and the discipline he learned as a young farm boy with early morning and late afternoon chores and weekends spent working the farm has served him well in his chosen career.

"I spend a lot of time developing support materials so students know what is expected of them." He prepares an assignment for each class and expects students to have it completed for the next class. He begins each lesson with a question period and review, then tackles the new material. He tries to finish his classes five minutes early so he can spend time informally answering students' questions. He concentrates on undergraduate courses (his classes vary in size from 142 to 179 students) where he thinks he has the most to offer. About half of his publications are on undergraduate subjects.

Fit and active at 56, Johnson swims regularly and is a do-it-yourselfer around the house. He winces at the suggestion of early retirement as he has much to do before that day comes, including taking on additional courses.

In a recent letter to Pfaffenberger, Johnson acknowledged the department's shortage of faculty and the University's shortage of funds. "I have decided to volunteer to teach an extra section of STAT 260 in the spring...Please consider this as part of my normal teaching load." Students of STAT 260 don't know how lucky they are, but they'll find out. In the meantime, this humble, unassuming teacher will continue to make math come alive for those lucky enough to sit in his class.

Teaching is a game, Johnson believes, and "if I can get students to work at it regularly, to believe that there is an easy way to do things, then I win. I win when they do well."

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Obituary

Pat Köster will be missed

Dr. Patricia Köster, the longest-serving faculty member in the Department of English, died peacefully at home on March 25. Born in Victoria in 1932, she received her BA from UBC, her MA from the University of California, Berkeley, and her PhD from the University of London. Köster began teaching at Victoria College in 1958 and became a founding member of the UVic English department. Her primary teaching and research area was literature of the English Restoration and 17th century. Later, she developed an interest in Canadian literature as well. In recent years, she inspired lively and sustained interest among both undergrads and graduate students in literature written by women in the late 17th and 18th centuries. She was distinguished by her deep learning, kindness, and conscientious service.

Dr. Roger Bishop, longtime member of the English department, now retired, remembers her as a student coming to him

after a class on Milton's *Paradise Lost* and announcing that she had computed the exact distance Milton's Satan had fallen when cast out of heaven. "She wanted to be in science or mathematics, but, in those days, she was discouraged from doing so because she was a woman," says Bishop. She went on to do excellent work in English, and "I was delighted, as head, to hire her in the English department," he remembers. "She lived her life with a low profile, but it was an enormously productive life. She had an excellent reputation as a teacher, had considerable success in publishing, raised four children—all very intelligent and estimable characters, and was an accomplished homemaker and gardener. She was a great lady," in Bishop's estimation.

A UVic scholarship is being established in her name. Donations to the Pat Köster Memorial Scholarship, to be offered for the first time next year, may be made to the UVic Development Office.



Kids and Easter bunny

Everybody was "somebunny" special at UVic's Child Care Services on April 4 when a visit by the Easter Bunny had the youngsters all ears. After the big bunny departed, the kids added to their egg booty when a hunt outside netted each of them a personalized bag of treats and toys.

GAZETTE

This is to confirm that the Board of Governors, at the closed session of the regular meeting held on March 25, 1996 approved the following motions:

That the University Operations Committee recommend to the Board of Governors for its approval: that **Min Tsao**, be appointed Assistant Professor, Department of Mathematics and Statistics for the period July 1, 1996 to June 30, 1999.

That the University Operations Committee recommend to the Board of Governors for its approval: that **Marie Guasch**, be appointed Visiting Lecturer, Assistant Professor, Hispanic Studies for the period July 1, 1996 to June 30, 1999.

That the University Operations Committee recommend to the Board of Governors for approval: that **Marie Hoskins**, be appointed Visiting Lecturer, School of Child & Youth Care, for the period July 1, 1996 to June 30, 1997.

That the University Operations Committee recommend to the Board of Governors for its approval: that **Louise Page** be appointed Assistant Professor, Department of Biology, for the period July 1, 1996, to June 30, 1999.

That the University Operations Committee recommend to the Board of Governors for its approval: that **Bradley Anholt** be appointed Assistant Professor, Department of Biology, for the period September 1, 1996 to June 30, 1999.

That the University Operations Committee recommend to the Board of Governors for its approval that **Lloyd Howard** be appointed Director, Medieval Studies, for the period July 1, 1996 to June 30, 1999.

BoG Notes

Violence prevention policy covers new territory

The following motions were approved at the regular meeting of the Board of Governors on March 25.

Student residence, meal rates raised

Student residence and starter meal plan monthly rates for 1996-97 (effective May 1, 1996) were raised as follows: student residences for a single room were raised by 2 per cent to \$313; double room rates were raised 2 per cent to \$239; starter meal plan rates were raised by 2 per cent to \$308; cluster housing room rates remain at \$362.10; family housing 1-bedroom apartment rates stayed at \$547; 2-bedroom apartment rates were raised by 0.3 per cent to \$640; 2-bedroom townhouse rates were raised by 1.5 per cent to \$721; 3-bedroom townhouse rates went up 0.5 per cent to \$771. Housing, Food and Conference Services operates on a break-even basis. The rates for family housing reflect the levels of rent increases in the local community.

Time off for religious observance

A university policy was approved regarding the University's duty to take reasonable measures up to the point of undue hardship to accommodate employees who request time off for religious observances for which a statutory holiday does not exist. An employee must submit a request in writing to his or her department head at least one month prior to the date

requested and must make up the time off.

Policy on violence prevention approved in principle

The Board approved in principle and instructed the Vice-President Finance and Operations to issue the Policy on Prevention of Violence in the Workplace, developed by the Campus Security Committee in response to Workers' Compensation Board regulations. The policy elaborates the University's commitment to preventing violence and providing a violence-free workplace and outlines responsibilities and reporting and documenting procedures. It does not cover verbal abuse or harassing behaviour or violence committed on university employees by university employees. These circumstances are covered under other regulations and policies. If, in the case of violence involving an employee, either the victim or the perpetrator is a student, the incident is covered by the new policy.



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Sunday 12-4:30

Bunny finds a home

The Ring's Easter bunny was won by Norm Thom of Records Services, whose name was drawn from 70 submissions from readers who found the Easter egg in the logo for Olive Olio's on page 2 of the March 22 Ring. Thom gave the bunny to Laura Nuttall also of Records Services. Laura accepted the bunny on behalf of her daughter, Emily, age 2. Laura and her husband, Dave, of UVic Food Services, are expecting their second child this May.

CHINA 96

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Speakers wanted for President's lecture series

The UVic President's Distinguished Lectures (PDL) Committee is on the lookout for a few good names. The six-member committee, which is chaired by philosophy chair Dr. Jeffrey Foss, is in the process of planning its lecture series for fall 1996 and spring 1997. The Committee is continuing to work through the pool of potential speakers it has compiled over the past year, but it is also hoping to draw upon the knowledge, expertise and interests of campus community members to identify a broad range of suitable speakers and possible topics.

Budget constraints present a creative challenge for the committee this year since honoraria for the speakers are no longer available. Reasonable travel expenses will still be covered.

Each year the Committee brings speakers of international renown to campus to speak on issues of interest to the community. Over the past five years PDL speakers have included Canadian astronaut Roberta Bondar, journalist Gwynne Dyer, First Nations leader Georges Erasmus, experimental physicist and peace activist Ursula Franklin, and author Doris Lessing.

Those with suggestions for potential speakers can contact Foss at the philosophy department, Clearihue B334 or through electronic mail at "june19@uvvm.uvic.ca".

Are you prepared for an emergency?

Many commonly-used household products such as paint, oven cleaner and fertilizer pose a serious risk to adults, children and pets. This year's provincial Emergency Preparedness Week, May 6-12 will focus on these hazardous materials (hazmat) with the theme 'Hazmat and You.'

UVic activities at the University Centre will include:

- a display of personal preparedness supplies that can be purchased for home or office
- a panel of experts to answer your questions about hazardous materials in the home or workplace
- a lecture and slide show by California earthquake recovery expert Charles Eadie, titled *Earthquake Recovery in California and Kobe: The Long Road Back*.

Look for posters around campus that describe these activities and how you can get involved. Emergency Preparedness Week was launched in 1990 by the Provincial Emergency Program of the Ministry of the Attorney General.



UNIVERSITY OF VICTORIA GARDEN FRIENDS

SPRING GARDEN ANNUAL TOUR

Sunday, April 21, 1996 2 p.m.—5 p.m.
in the UVic Finnerly Gardens adjacent
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Come and tour this special garden with members of the UVic Garden Friends and the Victoria Rhododendron Society. Refreshments \$1.00

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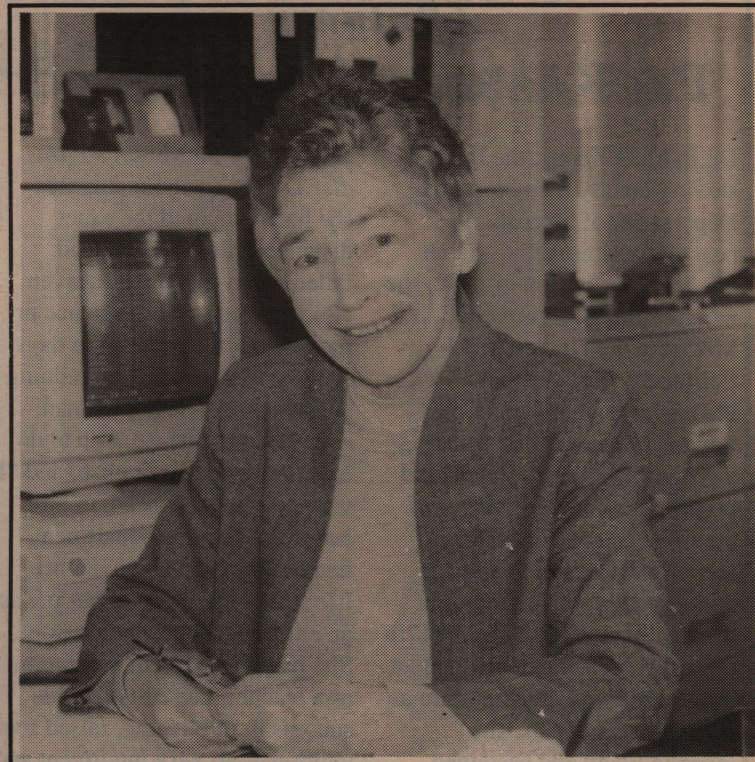
Norah moves on after 20 years

BY ROBIE LISCOMB

Norah Wilkinson, Secretary to Vice-President Finance and Operations Don Rowlett, is retiring after 20 years of service to the University. When she came to UVic in 1976, she worked for seven years with Peter Darling—who was called "senior management consultant", and then spent 10 years as secretary to Trevor Matthews, Vice-President, Administration, before working for Rowlett.

"Norah has been of great assistance to me, as a new person on the campus, with her deep understanding not only of the UVic organization and campus but also of universities in general," says Rowlett. "Her calm presence has certainly helped all of us get on with the important issues. As well, it is hard to count the number of times that her skills with the English language have saved me from lapses in my own writing."

Matthews describes her as "a most delightful colleague. A pleasure to know: bright, dedicated, conscientious, articulate, courteous and, best of all, good humoured. Norah is a woman of character and substance; her retirement is the



Norah Wilkinson

University's loss. We have all benefited from her presence, and that applies particularly to me."

"To many people, I'm just a voice on the other end of the phone," says Wilkinson—but a distinctive and knowledgeable voice she is. "I've enjoyed the people I've worked with and the challenge of the job. I've been allowed—expected—to do things on my own and to direct questions and handle matters that come up."

"If you want a routine job, this is not it," she chuckles and mentions, as an example, receiving a call from someone who was quite upset that a baby duck was having trouble getting out of the fountain. A quick call

from Wilkinson to the director of buildings and grounds got immediate results in the form of a new duck ramp.

"It's been interesting seeing how the university has developed," she says. "UVic has been lucky to have had a good measure of stability over the years as well."

As for her retirement plans, "I plan to vegetate for a while," she says. "I love to read, and hope to spend more time with our grandchildren, and I plan to do some volunteer work. I'm perfectly happy now to move on. Life is too short not to be involved in doing a variety of things."

Centre to focus on immigration

A team of UVic experts in economics and geography will play a prominent role in the new West Coast Centre of Excellence for the Study of Immigration and Integration. The West Coast centre, which is co-managed by UVic, UBC and SFU, is one of four centres announced by the federal government on March 22. The other Centres are located in Montreal, Toronto, and Edmonton.

Over the next six years the UVic team will join more than 30 other British Columbia university researchers in studying how immigration has affected housing, employment, education and the financial climate in communities throughout the Lower Mainland and Victoria. They will conduct their work in partnership with a variety of community-based and

other organizations.

The UVic researchers:

Dr. Sajjad Akbar (Economics) will study the financial impact of immigration at the provincial level. He'll determine the point at which the contributions made by immigrants exceed their consumption of services. Akbar will also study the impact of immigration on the housing markets and taxation structures of Victoria and Vancouver.

Dr. Carl Mosk (Economics) will focus on Chinese immigration and the nature of entrepreneurship within Chinese families.

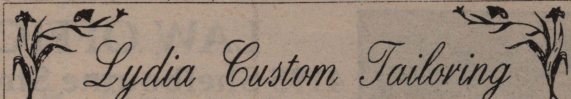
Dr. David Chuen-Yan Lai (Geography) will study the impact of immigration on Richmond, specifically the suburbanization of Chinese commercial investment resulting in the development of a new

Chinatown in the suburbs.

Dr. Joseph Schaafsma (Economics) with colleagues Dr. William Walsh and Arthur Sweetman, will study the speed of economic integration of immigrants in Vancouver and Victoria. Schaafsma and his team will study how long it takes immigrants to reach the same income levels as non-immigrants and whether changes in labour market institutions over the last decade have reduced the speed of economic integration by affecting recent immigrants disproportionately.

UVic has contributed \$40,000 towards this research. The four Centres will receive a total of \$8 million over six years. Financial support comes from the Social Sciences and Humanities Research Council (SSHRC), Citizenship and Immigration Canada, Health Canada, the Department of Human Resources, the Department of Canadian Heritage, Status of Women Canada, Canada Mortgage and Housing Corporation, and the Department of the Solicitor General. Statistics Canada is providing database services.

The research is expected to provide decision-makers with better information on which to base policies and services.



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Beckett Festival offers free lectures & performances

In three weeks, UVic's Phoenix theatres will be alive with one of the largest—if not the largest—international gathering ever devoted to the performance and study of the works of Irish playwright Samuel Beckett.

The University of Victoria Beckett Festival will still accept a limited number of registrations for delegates wishing to attend live performances, scholarly workshops, lectures and social events being staged by world class Beckett performers and scholars.

The festival will also be the occasion of free public lectures and performances held to honour the Nobel Laureate playwright whose relentlessly bleak, witty vision of the modern world has captured the imaginations of so many.

On May 2, the eve of the three-day event, Fred Neumann, co-artistic director of Mabou Mines of New York, will deliver a free public address as part of the Faculty of Fine Arts Orion Series. Neumann's Orion lecture, titled "Why Beckett's Company and *Worstward Ho!*, From the Page to the Stage" will be at 8:30 p.m. in the Chief Dan George Theatre of the Phoenix Building.

On May 3, Dr. Stanley Gontarski, editor of *The Journal of Beckett Studies* at Florida State University, will deliver the festival's keynote address as part of the UVic Lansdowne Lecture Series. Gontarski's free public lecture, to be delivered at 4:30 p.m. in the Roger Bishop Theatre of the Phoenix Building, is titled "Revising Himself: Samuel Beckett's Self-Collaborations".

On May 5, the Neptune Theatre/Jest in Time will present performances of *Play*; *Come and Go*; *Rough for Theatre I*; *Quad*; *What, Where*; and *Nacht Und Traume* under the auspices of the Adaskin Series in the Arts of Canada. Performances will be in the Bishop Theatre and will also be free and open to the public.

For a complete list of the performers, live performances, video presentations, radio plays, workshops and other festival-related events, or to register as a delegate, contact Marnie Crowe at 721-7992.

A limited number of seats will likely be available to the public for most performances. Tickets can be purchased at the Phoenix Box office (telephone 721-8000) beginning April 29, from noon to 3 p.m. and 5 p.m. to 8 p.m. weekdays.

The festival is being produced by the UVic Department of Theatre with support from other members of the University community.

Challenge out to raise funds at Fun Run

UVic's Alumni Association has issued a challenge and offered a trophy to the university department that raises the most money in this year's Canadian Cancer Society 12-hour Fun Run relay May 11 at Centennial Stadium.

The alumni has challenged all departments to gather 12 co-workers, friends or neighbours and seek pledges and walk or run the 4.5 kilometre UVic chip trail. The Cancer Society hopes to raise \$64,000 at this year's event.

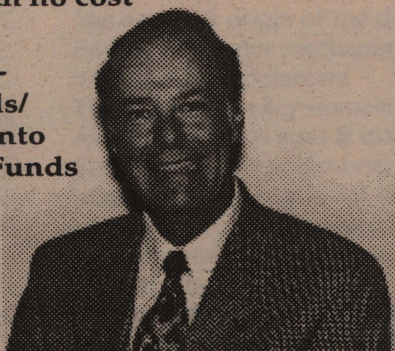
The Alumni Association board will present the Alumni Fun Run Challenge Cup to the winning UVic team.

There will be plenty for the entire family to do during the event. The registration fee of \$25 includes a race T-shirt, lunch and a barbeque dinner. Participants raising a minimum of \$50 in pledges will be presented with a fanny pack filled with goodies. Participants may also win a weekend getaway package and a trip for two to Hawaii.

For further information call the fun run hotline at 472-2277.

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Outstanding athletes honoured



Brenda Lannard receives the President's Cup from Dr. David Strong

Members of the Vikes field hockey, rugby and women's basketball teams took top honours March 26 when UVic handed out this year's athletics awards. Brenda Lannard, selected as the Canadian Interuniversity Athletic Union (CIAU) field hockey player of the year, won this year's President's Cup as the University's best fourth or fifth year student athlete. Canada West player of the year and CIAU basketball all-star Lisa Koop and Vikes rugby leading scorer and nationally-ranked player Jason Penaluna were named UVic's female and male athletes of the year.

The Provost's Award for Excellence, presented to a returning student-athlete with the highest academic average for the



Wayne MacDonald with outstanding male and female athletes of the year Lisa Koop (basketball) and Jason Penaluna (rugby).

previous year, was awarded to Vikes basketball player Lisa Bright. She had a 7.7 grades point average (GPA) during the 1994-95 academic year and is holding a 7.25 GPA this year.

Cross country runner Neal Beattie was the inaugural winner of the University Sport Award for his outstanding university competition in his current academic year. Beattie placed sixth at the CIAU championships and was a first team All-Canadian. The Martlet Athletic Award for outstanding service to the Vikes athletic program was presented to Dino Asproloupas,

assistant coach of the women's volleyball team. He also raised funds for needy families at Christmas and for wheelchair access on campus and is the announcer at varsity volleyball and soccer games.

The Robert T. Wallace award for outstanding success in the first year of inter-collegiate sports was awarded to Christin Petelski of the Vikes swim team. She won a gold medal and two silver medals at the CIAU championships. The Manager of the Year award was presented to Joan Thompson of the men's basketball team.

MURRAY ADASKIN

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\$5.6 million in NSERC grants

By Robie Liscomb

Researchers at the University of Victoria have outdone themselves in attracting research and equipment grants from the Natural Sciences and Engineering Research Council (NSERC) this year. UVic researchers have been awarded 160 grants totalling more than \$5.6 million for 1996-97. Fifty of these awards are for the first year in multi-year projects, with funding expected to be renewed for subsequent years.

"Although overall NSERC funding is being reduced as part of a three-year cutback of 14 per cent, the research grants program was relatively untouched this

year," says Associate Vice-President Research Alex McAuley. "UVic's NSERC research funding is up over last year. In the competition, we have an overall success rate of 95 per cent, compared with a national average success rate of approximately 80 per cent for continuing grantees. We have done well in all sectors of the University."

The accompanying table lists 1996-97 NSERC equipment and research grants. In addition, NSERC grants recently announced in the field of subatomic physics include \$105,000 to Dr. Michel Lefebvre and team; \$568,970 to Drs. Richard

Keeler, Randall Sobie, Michael Roney, Michel Lefebvre, Lyle Robertson and Alan Astbury; and \$270,000 to Dr. Douglas Bryman (Physics & Astronomy).

Short summaries of a sample of the new UVic research projects being funded follow:

Dr. Daniel Smith (Geography) received \$10,000 for the first year of a four-year analysis of tree-ring data to reconstruct the climatic history of Vancouver Island. His project promises to yield insights into climatic change over the past 2,000 years—information essential to model the impacts of future climate changes on B.C.'s forest resources.

Dr. Cornelia Böhne (Chemistry) and her research group received \$44,310 for the first year of a two-year project using laser techniques to study the movement of small molecules in a large collection of molecules in order to understand how to manipulate motion in complex systems, such as membranes and proteins.

Dr. Vijay Bhargava (Electrical & Computer Engineering) received \$44,750 for the first year of a five-year study to facilitate transmission of voice, video and data by tetherless personal communication services (PCS)—wireless communications through which

multi-media communication can take place anywhere anytime via a pocket size terminal.

Drs. Jim Bishop, Dante Canil and Kathy Gillis (Earth & Ocean Science) were awarded \$234,000 to purchase a laser ablation microprobe attachment for the new inductively coupled plasma-mass spectrometer. This enables them to measure more than 60 chemical elements at sub parts per billion concentrations in solutions and will be used to study such topics as chemical processes in seawater and in the earth's mantle. The facility will also be used by researchers from several federal research laboratories.

Agathoklis, P.	ECE	Design & implementation of one- & multi-dimensional systems	\$36,500
Allen, G.	BIOL	Phylogenetic relationships & speciation in 2 flowering plant genera	\$18,000
Antoniou, A.	EENG	Analysis, design, & implementation of digital filters	\$42,000
Antos, J.A.	BIOL	Reproductive biology of a dioecious shrub	\$9,516
Ashwoodsmith, M.J.	BIOL	Photobiology of coriandrin & other molecules	\$44,220
Ausio, J.	BIOL	Chromatin & gene organization during spermatogenesis. An evolutionary perspective	\$53,000
Balfour, W.J.	CHEM	Spectroscopic studies of diatomic & small polyatomic molecules	\$27,000
Barclay, J.A.	MENG	Fabrication of Active Magnetic Regenerators	\$21,900
Barnes, C.R.	EOSC	Biostratigraphy, paleocology, biogeography & isotope geochemistry of conodonts to constrain & develop models of lower	\$48,000
Berg, D.J.	CHEM	Lanthanide complexes using alternative ligands	\$25,760
Bhargava, V.K.	EENG	Error control coding & spread spectrum for wireless communications	\$44,750
Bhat, A.K.S.	EENG	High-frequency link power conversion	\$23,000
Bishop, J.K.B.	EOSC	Biogeochemical dynamics of oceanic particulate matter	\$28,950
Bishop, J.K.B.	EOSC	Laser ablation microprobe for ICP-MS facility	\$233,973
Böhne, C.	CHEM	Dynamics in organized systems	\$44,310
Bornemann, J.	EENG	Cad of microwave components in modern technologies	\$35,200
Bose, C.J.	MATH	Dynamical systems: ergodic theory and related kinetic problems	\$8,000
Bradley, C.H.	MENG	Industrial machine vision and sensor systems	\$22,800
Bub, D.N.	PSYC	Structure & meaning in object classification	\$25,000
Buckley, J.T.	BIOL	Protein lipid interactions - secretion & properties of gram negative proteins	\$77,500
Buckley, J.T.	BIOL	Spectrophotometer purchase	\$19,000
Burger, A.E.	BIOL	Foraging, diving, & provisioning behaviour in pelagic seabirds	\$9,200
Burke, R.D.	BIOL	Extracellular matrix receptors & morphogenesis	\$42,000
Bushnell, G.W.	CHEM	Protein crystallography	\$10,000
Canil, D.L.	EOSC	Petrologic studies of the subcontinental mantle	\$27,000
Chapman, N.R.	EOSC	Investigation of methane gas hydrates by inversion of acoustic field data	\$20,000
Choy, F.Y.M.	BIOL	Biosynthesis and mutations of lysosomal acid beta-glucosidase	\$25,000
Cockayne, E.J.	MATH	Investigations into pure & applied graph theory	\$11,000
Collins, J.S.	EENG	Multi-sensor orientation & fusion for guidance of an autonomous underwater vehicle	\$17,100
Cooperstock, F.I.	PHYS	Problems in general relativity & cosmology	\$10,000
Corcoran, M.E.	PSYC	Interactions of neural plasticity, neuromodulators, & behaviour	\$29,000
Dewey, J.M.	PHYS	Studies of shock & blast waves	\$20,000
Diacu, F.N.	MATH	Hamiltonian systems with quasihomogeneous potentials	\$14,000
Dimopoulos, N.	EENG	Research in parallel systems & neural networks	\$20,550
Dixon, K.R.	CHEM	Studies in the chemistry of platinum group metals	\$19,000
Dixon, R.A.	PSYC	Cognitive skills in human aging	\$19,500
Djilali, N.	MENG	Transport phenomena	\$22,149
Dong, Z.	MENG	Integrated concurrent engineering design with combined feature, tolerance & production process models	\$16,000
Dosso, H.W.	PHYS	Electromagnetic induction in coastal regions	\$17,100
Dost, S.	MENG	Basic materials characterization equipment	\$34,029
Dost, S.	MENG	Transport phenomena in crystal growth	\$24,700
Driessen, P.F.	EENG	Radio propagation & cellular radio data communications networks	\$21,650
Elguibaly, F.	EENG	VLSI systems for DSP & digital communications	\$22,464
Ellis, J.A.	COSI	Applications & investigations of graphs & graph algorithms	\$15,200
Fellows, M.R.	COSI	Parameterized algorithm design & complexity analysis	\$41,800
Fung, I.Y.	EOSC	Atmospheric & oceanic constraints on the global carbon cycle	\$30,000
Fyles, T.M.	CHEM	Ion transport systems: design, synthesis, characterization	\$55,592
Garrett, C.J.R.	EOSC	Physical oceanography	\$105,050
Gillis, K.M.	EOSC	Magma hydrothermal systems at mid ocean range	\$21,200
Gough, T.E.	CHEM	Replacement argon ion laser tube	\$44,975
Gough, T.E.	CHEM	Vibrational spectroscopy of molecular beams & of aerosols	\$40,000
Gower, A.C.	PHYS	Radio studies of quasars, radiogalaxies & galactic systems	\$11,000
Gregory, P.T.	BIOL	Population ecology of temperate zone snakes	\$27,596
Harrington, D.A.	CHEM	Surface electrochemistry of adsorption & electrodeposition	\$33,000
Hartwick, F.D.A.	PHYS	Evolution of stars & galaxies	\$35,000
Hawkins, B.J.	BIOL	Nutrient retranslocation in conifers	\$15,000
Hawkins, B.J.	BIOL	Nutrient retranslocation in conifers	\$15,599
Hawryshyn, C.W.	BIOL	Visually guided behaviour in fishes	\$45,000
Hebda, R.J.	BIOL	Vegetation, climate & lake level history of South Vancouver Island & its use in forest management	\$12,000
Hintz, W.E.A.	BIOL	Control of pathogenicity in <i>Ophiostoma ulmi</i> , the causal agent of Dutch elm disease	\$25,000
Hoefer, W.J.R.	EENG	Microwave component synthesis using TLM time reversal	\$25,200
Hoffman, D.M.	COSI	Component-based approaches for software engineering & re-engineering	\$29,688
Hoffman, D.M.	COSI	Software specification & verification: methodology & technology transfer	\$22,611
Horita, R.E.	PHYS	Theory of plasma waves & its applications in space physics	\$5,000
Horspool, R.N.S.	COSI	Complier construction tools	\$34,000
Hyndman, R.D.	PHYS	Geophysical studies of the Western Canada Margin	\$10,000
Illner, R.	MATH	Mathematics computing facility	\$45,000

to UVic researchers in 1996-97

Illner, R.	MATH	Mathematical investigations in interacting particle systems	\$27,900
Irving, E.	EOSC	Paleomagnetic estimate of displacement across the Coast-Intermontane Belt boundary, Southern BC	\$11,500
Ishigurd, EE	BIOC	Regulation of peptidoglycan metabolism, starvation stress, & penicillin tolerance in Escherichia coli	\$53,000
Ishigurd, E.E.	BIOC	Phosphor & fluorescence imager	\$111,927
Kadlec, H.	PSCH	Independent & interactive processing of perceptual dimensions in vision	\$18,000
Kapron, B.	COSI	Complexity issues in the theory of programming languages	\$18,000
Kay, W.W.	BIOC	Fimbriogenesis in the salmonellae	\$53,000
Kim, J.M.S.	EENG	PC-based DSP control system for solid-state power converters	\$18,345
Kim, J.M.S.	EENG	Application of modern ac/dc switching converters in high-performance dc magnet power supplies	\$18,000
Kding, V.	COSI	Randomized & deterministic algorithms	\$22,000
Kirk, A.D.	CHEM	Photochemistry & photophysics of coordination compounds	\$27,000
Kirlin, R.L.	EENG	Statistical signal & array processing	\$33,000
Konzelman, C.J.	MENG	Acoustic measurement facility using acoustic holography	\$9,500
Koop, B.F.	BIOL	Comparative & experimental studies of the T-cell receptor C-alpha C-delta genome sequences	\$45,550
Kuijt, J.	BIOL	Systematic & embryological studies in neotropical mistletoes	\$17,000
Kwok, H.H.	EENG	Charge-coupled devices (CCDs) & the development of CCDs for neural computing circuits	\$14,040
Lesperance, M.L.	MATH	Semiparametric mixture models	\$17,400
Li, K.F.	EENG	Distributed systems	\$17,10
Li, X.	MENG	Liquid fuel atomization & sprays	\$28,500
Lindsay, D.S.	PSYC	Separately estimating the contributions of concurrent cognitive processes	\$24,500
Livingston, N.J.	BIOL	The control of whole plant photosynthesis & transpiration in conifers	\$35,000
Lu, W.S.	EENG	Recursive-filter-bank based multirate signal processing	\$23,000
Lueck, R.G.	EOSC	Mixing at ocean boundaries	\$10,000
MacGillivray, G.	MATH	Computational combinatorics	\$12,000
Mackie, G.O.	BIOL	Analysis of invertebrate behavioural mechanisms	\$80,555
Masson, M.E.J.	PSYC	Contextual & episodic influences on symbolic processing	\$40,000
McAuley, A.	CHEM	Synthesis & mechanism of reaction of macrocyclic complexes	\$56,320
McLean, G.F.	MENG	Automated image metrology: modelling & control	\$15,500
Miers, C.R.	MATH	Additive mappings satisfying algebraical conditions on semiprime rings	\$8,000
Miller, D.M.	COSI	Synthesis for self-testing digital logic	\$20,550
Misra, S.	BIOC	Developmental gene expression in conifer: transcriptional control, protein processing & targeting	\$27,500
Mitchell, R.H.	CHEM	Novel aromatic hydrocarbon probes	\$52,000
Mitchell, R.H.	CHEM	Disk upgrade for 360 MHz NMR spectrometer	\$21,515
Muller, H.A.	COSI	Dimensions of software architecture for software evolution	\$22,500
Muzio, J.C.	COSI	The design & analysis of testing methods for digital circuits	\$42,500
Myrvold, W.J.	COSI	Analysis & synthesis of reliable networks	\$23,500
Nahon, M.	MENG	Experiments in control & planning for multi-armed robots	\$17,000
Nano, F.E.	BIOC	Phase variation in, & intracellular growth of Francisella	\$18,000
Odeh, R.E.	MATH	Statistical tables & algorithms	\$5,000
Olafson, R.W.	BIOC	Structure-function studies on Leishmania surface membrane glycoproteins	\$44,000
Olesky, D.D.	COSI	Combinatorial matrix analysis	\$11,200
Ormrod, D.P.	BIOL	Mechanisms of multiple stress tolerance in plants	\$25,000
Owens, J.N.	BIOL	Reproductive biology of forest trees	\$63,910
Page, L.R.	BIOL	Gastropod morphogenesis as a model for studies of morphological evolution	\$20,000
Paul, D.H.	BIOL	Evolutionary neurobiology in crustaceans	\$15,000
Pearson, T.W.	BIOC	Membrane molecules of African trypanosomes	\$65,000
Phillips, J.	MATH	Toeplitz algebras & K-theory	\$19,000
Podhorodeski, R.P.	MENG	Design, analysis & implementation of n-branch parallel-chain manipulators	\$20,000
Poll, J.D.	PHYS	Spectroscopy of intermolecular interactions	\$15,000
Porac, C.K.	PSYC	The causes & consequences of lateral preference stability & plasticity	\$15,000
Pritchett, C.J.	PHYS	Structure & evolution of stellar systems	\$60,000
Provan, J.W.	MENG	Stochastic structural integrity, damage tolerance & durability of engineering materials & components - proram	\$32,770
Putnam, I.F.	MATH	C*-algebras & topological dynamics	\$22,300
Qian, C.X.W.	CHEM	State-to-State photodissociation & inelastic collision dynamics	\$42,400
Reed, W.J.	MATH	Statistical & stochastic methods in resource management	\$23,200
Richardson, E.H.	MENG	Optical designs of telescopes & spectrographs for earth & space	\$7,000
Ring, R.A.	BIOL	Arctic insects, their seasonality & global change	\$14,274
Roelantsvanbaronaigi, D.	COSI	Combinatorial generation	\$7,600
Romaniuk, P.J.	BIOC	Structure of 5s rRNA-protein complexes in Xenopus oocytes	\$42,600
Ruskey, F.	COSI	Computational support for combinatorial generation	\$16,000
Ruskey, F.	COSI	Generating combinatorial objects	\$18,600
Scarfe, C.D.	PHYS	Studies of binary & multiple stars, & of open cluster evolution in the near infrared	\$6,000
Serra, M.	COSI	Algorithms for concurrent checking & system monitoring	\$20,221
Sherwood, N.M.	BIOL	Characterization of spawning pheromones in herring reproduction	\$18,000
Shpak, D.J.	EENG	Design & implementation of digital filters, arrays, & beamformers	\$13,104
Skelton, R.W.	PSYC	Hippocampal synaptic plasticity & recovery of spatial learning in rats	\$10,000
Smith, D.J.	GEOG	Tree-ring reconstruction of Vancouver Island paleoclimates	\$10,000
Sourour, A.R.	MATH	Operators on Hilbert & Banach spaces	\$8,000
Spence, G.D.	EOSC	Seismic studies at modern & ancient convergent margins	\$15,000
Srivastava, H.M.	MATH	Special functions & their applications; Geometric function theory & linear operators; orthogonal polynomials & basic	\$7,400
Stepanenko, Y.A.	MENG	Adaptive control of nonlinear dynamic systems with applications in robotics	\$30,000
Stobart, S.R.	CHEM	Dendrimeric carbosilane templates for metal-mediated catalysis	\$36,000
Strauss, E.H.	PSYC	Studies on hemispheric organization	\$21,000
Stuchly, S.S.	EENG	Applications of electromagnetic fields & waves	\$48,700
Tabarrok, B.	MENG	Computational mechanics	\$50,850
Tunnicliffe, V.J.	EOSC	The nature & origin of the deep-sea hydrothermal vent fauna	\$41,869
Upton, C.	BIOC	Poxvirus virulence mechanisms	\$35,000
Vahldieck, R.	EENG	Workstation supplement	\$70,755
Vahldieck, R.	EENG	Time-and frequency-domain simulation of electromagnetic fields in microwave & optical integrated circuits	\$33,000
Vandenberg, D.A.	PHYS	Absolute/relative ages & mass functions of globular clusters	\$65,000
Vandendriessche, P.	MATH	Stability in biological models & matrix analysis	\$22,000
Vanemden, M.H.	COSI	Numerical computation as deduction	\$40,500
Vickers, G.W.	MENG	Integrated computer-aided manufacture	\$41,409
Vonaderkas, P.J.C.	BIOL	Experimental embryogeny of conifers	\$28,800
Wadge, W.W.	COSI	Logical programming	\$23,000
Wan, P.C.	CHEM	Mechanistic photochemistry of aromatic compounds	\$61,833
Wang, Q.	EENG	Hybrid code division multiple access	\$26,208
Wangersky, P.J.	EOSC	Monte Carlo models of competition & predation	\$22,000
Weaver, A.J.	EOSC	Ocean climate modelling	\$40,000
Weaver, J.T.	PHYS	Modelling & inversion in geo-electromagnetic induction	\$40,900
Wegner, J.L.	MENG	Nonlinear wave propagation in elastomeric materials	\$22,000
West, J.	MATH	Enumerative combinatorics of permutations	\$8,000
Whiticar, M.J.	EOSC	Molecular & isotope characterization of volatile carbon fixtures & interactions in present & palaeo geo- & atmospheres	\$31,845

CALENDAR

ATHLETICS EXHIBITIONS FILMS LECTURES MUSIC RECREATION
THEATRE WORKSHOPS & CONFERENCES OTHER

ALL EVENTS ARE FREE UNLESS OTHERWISE INDICATED. SUBMISSION DEADLINE FOR THE NEXT ISSUE IS MAY 3.

Friday, April 12

L 2:30 p.m. *Parental Externalities and the Private Provision of Childcare.* Linda Welling, University of Victoria (Economics). Cornett B335. Info 721-8532.

L 3:30 p.m. *Ministry of Health Initiatives in Health Information Management.* Barry Gray, Ministry of Health (Health Information Science). Human & Social Development A250. Info 721-8814.

F 7:30 & 9:20 p.m. *Faster, Pussycat! Kill! Kill!* Russ Meyer (USA, 1965). \$4-\$6 at door. SUB Theatre. Info 721-8365.

M 8:00 p.m. *Student Recital.* Michael Melnick, oboe. Phillip T. Young Recital Hall. Info 721-7903.

Saturday, April 13

F 7:30 & 9:20 p.m. *Faster, Pussycat! Kill! Kill!* Russ Meyer (USA, 1965). \$4-\$6 at door. SUB Theatre. Info 721-8365.

M 8:00 p.m. *Faculty Recital.* MassGuitars. Alexander Dunn, guitar. \$6-\$10 at School of Music & Univ. Centre box office. Phillip T. Young Recital Hall. Info 721-7903.

Sunday, April 14

O 12:00 p.m. *1996 Vancouver Island Science Fair.* (Chemistry). Elliott Lecture Wing. Info 721-7159.

F 2:30 & 7:00 & 9:10 p.m. *Richard III.* Richard Loncraine (GB/USA, 1995). \$3 matinee. \$4-\$6 evening. SUB Theatre. Info 721-8365.

Monday, April 15

F 5:45 & 7:00 p.m. *Casino.*

Martin Scorsese (USA, 1995). \$4-\$6 at door. SUB Theatre. Info 721-8365.

M 8:00 p.m. *Graduate Recital.* Karian Brigidear, piano. Phillip T. Young Recital Hall. Info 721-7903.

Tuesday, April 16

L 2:30 p.m. *Religious Criticism of Television.* Dr. Jay Newman, University of Guelph (Centre for Studies in Religion and Society). Senate Chambers (University Centre A180). Info 721-6325.

F 7:00 & 9:20 p.m. *Carrington.* Christopher Hampton (GB, 1995). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Wednesday, April 17

L 2:30 p.m. *New Zealand Environmental and Resource Management Reforms: The Recent Experience (Law).* Law Faculty Seminar. Prof. David Grinlinton. Faculty Workroom, Begbie Building. Info 721-8147.

F 7:00 & 9:20 p.m. *Carrington.* Christopher Hampton (GB, 1995). \$4-\$6 at door. SUB Theatre. Info 721-8365.

L 7:30 p.m. *Art and Literature in the Vienna Coffee-Houses.* Dr. Beatrix Schiferer, Austria (Dept. of Germanic Studies). Clearihue C305. Info 721-7316.

O 7:30 p.m. *Sudan: Time Among the Nilotes.* Multimedia Presentation sponsored by Doctors Without Borders. \$9-\$11 at Univ. Centre box office. Univ. Centre Auditorium. Info 386-6121.

Thursday, April 18

F 7:00 & 9:00 p.m. *Babe.* Chris

Noonan (Australia, 1995). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Friday, April 19

L 2:30 p.m. *Dynamic Trade Creation.* Eric Fisher, Ohio State University (Economics). Cornett B335. Info 721-8532.

F 6:00 & 9:20 p.m. *Braveheart.* Mel Gibson (USA, 1995). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Saturday, April 20

A 2:00 p.m. *Women's Field Hockey.* VILFHA League Playoffs. TURF. Info 721-8406.

F 6:00 & 9:20 p.m. *Braveheart.* Mel Gibson (USA, 1995). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Sunday, April 21

O 2:00 p.m. *Guided Tour of Finnerty Gardens.* University Garden Friends and Victoria Rhododendron Society. Tour Free. Tea \$1. Gardens beside Interfaith Chapel. Info 592-2070.

M 2:30 p.m. *Victoria Symphony.* 90th birthday tribute to Murray Adaskin. \$10-\$18 at Univ. Centre box office. Univ. Centre Auditorium. Info 721-8480.

F 7:00 & 9:15 p.m. *Margaret's Museum.* Mort Ransen (Canada, 1995). \$4-\$6 evening. SUB Theatre. Info 721-8365.

Monday, April 22

F 7:00 & 9:15 p.m. *Margaret's Museum.* Mort Ransen

(Canada, 1995). \$4-\$6 evening. SUB Theatre. Info 721-8365.

Tuesday, April 23

L 2:30 p.m. *Thomas Aquinas's "Disturbing" Incorporation of Aristotle's Science into His Theology of Nature.* Rev. Phil Jacobs (Centre for Studies in Religion and Society). Senate Chambers (University Centre A180). Info 721-6325.

F 7:15 & 9:10 p.m. *Walkabout.* Nicholas Roeg (Australia, 1971). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Wednesday, April 24

F 7:15 & 9:00 p.m. *Theremin: an Electronic Odyssey.* Steven M. Martin (USA/GB, 1994). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Thursday, April 25

L 1:30 p.m. *Special CAPI Campus Forum.* Roundtable on proposals for promoting & organizing UVic's initiatives in the Asia-Pacific Region. Senate Chambers (University Centre A180). Info 721-7020.

F 7:15 & 9:00 p.m. *Theremin: an Electronic Odyssey.* Steven M. Martin (USA/GB, 1994). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Friday, April 26

L 3:30 p.m. *The Power of Negotiating.* Larry Scott, University of Victoria (Health Information Science). Human & Social Development A250. Info 721-8814.

F 7:10 & 9:25 p.m. *Beautiful*

Girls. Ted Demme (USA, 1996). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Saturday, April 27

A 2:00 p.m. *Women's Field Hockey.* VILFHA League Final. TURF. Info 721-8406.

F 7:10 & 9:25 p.m. *Beautiful Girls.* Ted Demme (USA, 1996). \$4-\$6 at door. SUB Theatre. Info 721-8365.

M 8:00 p.m. *A Festival of Song.* Arion Male Voice Choir. \$10 at Univ. Centre box office. Univ. Centre Auditorium. Info 721-8480.

Sunday, April 28

F 2:30 & 7:00 & 9:20 p.m. *Othello.* Oliver Parker (USA, 1995). \$3 matinee. \$4-\$6 evening. SUB Theatre. Info 721-8365.

Monday, April 29

F 7:15 & 9:10 p.m. *The Mystery of Rambo.* Kazuyoshi Okuyama (Japan, 1994). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Tuesday, April 30

L 7:00 p.m. *The Antibiotic Paradox: How Miracle Drugs are Destroying the Miracle.* Lansdowne Public Lecture, Dr. Stuart Levy, Tufts University Medical School, Boston (Biochemistry & Microbiology). Elliott 167. Info 721-8861.

O 7:30 p.m. *Greater Victoria Festival of Performing Arts.* Highlights Performance from School Dance Competitions. Univ. Centre Auditorium. Info 721-8480.

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MASTERCARD

CONFERENCES/NOTICES

Wednesday, May 1

F 7:15 & 9:15 p.m. *A Midwinter's Tale*. Kenneth Branagh (GB, 1996). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Monday, May 6

F 6:45 & 9:20 p.m. *Sense and Sensibility*. Ang Lee (GB/USA, 1995). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Thursday, May 2

F 7:15 & 9:15 p.m. *A Midwinter's Tale*. Kenneth Branagh (GB, 1996). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Tuesday, May 7

F 7:10 & 9:15 p.m. *Rumble in the Bronx*. Stanley Tong (USA, 1995). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Friday, May 3

L 4:30 p.m. *Beckett Festival*. Keynote Speaker: Lansdowne Public Lecture. Dr. Stanley E. Gontarski, Florida State University (Theatre). Info 721-7991.

Wednesday, May 8

F 7:10 & 9:15 p.m. *Nobody Loves Me*. Dorris Dorrie (Germany, 1995). \$4-\$6 at door. SUB Theatre. Info 721-8365.

F 7:10 & 9:30 p.m. *Leaving Las Vegas*. Mike Figgis (USA, 1995). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Thursday, May 9

F 7:10 & 9:15 p.m. *Nobody Loves Me*. Dorris Dorrie (Germany, 1995). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Saturday, May 4

F 7:10 & 9:30 p.m. *Leaving Las Vegas*. Mike Figgis (USA, 1995). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Friday, May 10

F 7:00 & 9:40 p.m. *Mr. Holland's Opus*. Stephen Herek (USA, 1996). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Sunday, May 5

F 2:30 & 6:45 & 9:20 p.m. *Sense and Sensibility*. Ang Lee (GB/USA, 1995). \$3 matinee. \$4-\$6 evening. SUB Theatre. Info 721-8365.

Saturday, May 11

F 7:00 & 9:40 p.m. *Mr. Holland's Opus*. Stephen Herek (USA, 1996). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Aboriginal dispute resolution conference begins April 30

The images from the tense, violent Gustafson Lake stand-off and the joyful, jubilant Nisga'a treaty signing ceremony represent the two extremes in the on-going struggle between First Nations and non-Aboriginal people to share land and resources. These approaches to dispute resolution, other options and their cultural, legal, and social implications will be the focus of an upcoming, ground-breaking national conference "Making Peace and Sharing Power" April 30 to May 3 at the Victoria Conference Centre, Victoria, B.C.

Hosted by the area's Songhees First Nation and sponsored by UVic's Institute for Dispute Resolution, the conference is expected to attract approximately 60 presenters from Canada, the United States, Australia and New Zealand. Workshops will cover issues such as using direct action to resolve conflicts, the role of the media in resolving conflicts, using the courts to resolve conflicts and maintaining a sustainable fishery.

Confirmed panelists include Aboriginal leaders from British Columbia, New Mexico, New Zealand, Nunavut, Quebec, and the Yukon; provincial and federal negotiators; academic specialists in Aboriginal studies and law; and municipal officials. The keynote address will be delivered by Joseph Gosnell, Sim'oogit, President of the Nisga'a Tribal Council. To encourage the continuation of dialogue, participants will be encouraged to spend one evening dining in informal groups throughout Victoria with a conference participant or workshop leader acting as host. Between 300 and 400 participants are expected.

The registration fee is \$588.50. The fee for full-time students is \$160.50. A donation from the Law Foundation of British Columbia will enable Aboriginal elders living in remote areas of B.C. to attend the conference.

For further information and a preliminary program contact UVic Conference Management at 604-721-8703 (fax: 604-721-8774) or check the conference web site at <http://www.uvic.ca/confman.htm>.

Chornobyl symposium marks sombre anniversary

A decade to the month after the Chornobyl nuclear disaster, the emotional, medical and environmental devastation continues to be felt. To mark this sombre anniversary, UVic's Environmental Studies program and the Victoria branch of the Ukrainian Canadian Congress a co-sponsoring a free public symposium, "Chornobyl: 10 Years After," on April 18 at 7:30 p.m. at the University Centre Auditorium.

Internationally recognized authority on nuclear disasters Dr. David Marples, of the University of Alberta, will be the keynote speaker. Dr. Paul West, director of Environmental Studies, will then moderate a panel discussion featuring Dr. Barry Glickman, director of UVic's Centre for Environmental Health; Dr. Ernie McCoy, Professor Emeritus of Pediatrics, University of Alberta; Don Juzwishin, assistant vice-president, diagnostic and general services, Greater Victoria Hospital Society; and Dr. Walter Salmaniiv, general practitioner.

In Ukraine and Belarus, thousands of children and adults continue to experience symptoms of radiation sickness. Birth defects in the region have doubled since 1986 and an estimated 80,000 children, as direct victims of the disaster, have been placed in orphanages. For further information about the symposium, contact Dr. Paul West at 721-7353 or Robert Herchak, of the Ukrainian Canadian Congress, at 995-2499.

What's happening to the Canadian Fishery?

The Maritime Awards Society of Canada (MASC) forum *Politics, Management and Conflict in the Canadian Fisheries* will examine what is happening to the fish, the fishers and the fishery and to international negotiations. The one-day forum, which is sponsored by UVic, will be held April 13 in the Human & Social Development building A240 from 8:30 a.m. to 5:30 p.m. and will include a variety of experts including scientists, commentators on fisheries management, politicians, diplomats, negotiators, academics, and Aboriginal representatives. Registration at the door is \$50. This includes a full lunch at the Faculty Club, two refreshment breaks and a \$25 tax receipt.

RINGERS

Dr. Inez Fung (School of Earth and Ocean Sciences) has been appointed to the Science Council of B.C.'s board of directors for a three-year term. She has also been elected a fellow of the American Geophysical Union.

Dr. David Chuenyan Lai (Geography) and Dr. Gerald Moreau, French language and literature professor emeritus, have been appointed as Canadian Citizenship Presiding Officers. The appointments are the result of a 1994 change in government policy

which replaced the paid position of citizenship judge with a volunteer recipient of the Order of Canada willing to preside over citizenship ceremonies. Lai presided over his first citizenship ceremony in Victoria on Jan. 17 where 71 persons from 26 countries repeated the Oath of Citizenship before receiving their citizenship certificates.

Health and Dental Plan Referendum

April 15 and 16, 11:00am - 7:00 pm,
at the George and Ida Halpern Centre for Graduate Students

Proposed Dental Plan

Do you support a mandatory dental plan for graduate students, beginning September 1996?

Yes

☐

No

☐

Coverage:

Diagnostic	100%
Preventative	100%
Minor restorative	80%
Periodontics	80%
Periodontic scaling	80%
Oral surgery	80%
Impacted wisdom tooth extraction	80%
Major restorative	15%
Annual Maximum	\$800.00

Cost:

Single \$134.14 Couple \$268.27

Family \$402.41 *rates guaranteed for three years and conditional on establishment of a dental network

Proposed Health Plan

Do you support a mandatory health plan for graduate students, beginning September 1996?

Yes

☐

No

☐

If a mandatory health plan for graduate students is implemented, which components would you support? (You may check one or any combination of the following)

	Single	Family
1) Prescription drug benefit 80%	\$61.88	\$154.76
2) Supplementary health care 100%	\$20.63	\$ 51.62
3) Out-of-province	\$ 9.60	\$ 19.20
4) Death and dismemberment	\$ 2.76	\$ 2.76
Total	\$94.87	\$228.35

The above costs do not include a local administrative fee, which could add approximately \$3.00 to the fee.

For more information, come to the Grad. Centre. There will be an information desk in the Lobby, Thursday, April 10 and Friday, April 11. Question and answer sessions will take place Thursday April 10, 1:00 pm, Friday April 11, 4:00 pm in the Multi-Purpose Room.

CLASSIFIEDS

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Classified ad rates will be \$10 for up to 25 words and \$.50 for each additional word. Ads will not be accepted by phone and must be delivered in writing, with cash payment, to UVic Public Relations and Information Services, University House 2. The advertising deadline is eight days before publication date. For more information please call 721-7636.

LETTERS

Breaking silence on racism

Editor:

Silence is not Golden

The External Circle (Social Action Committee) of the School of Social Work believes that silence is not golden where racism is concerned. We strongly express our support to the First Nations students who participated in the hunger strike and the Women of Colour Collective who organized and spoke out during the recent Anti-Racism rally on campus, the first ever at UVic. They were rightly breaking silence in saying enough is enough. But mainstream dominant groups with power and privilege should not rely on the oppressed to speak out. We all must acknowledge our own racism, that of the University community and our society, or else our silence is deafening and condoning.

Those who are part of the system must act as allies with the oppressed and disempowered to change those structures. It has been left up to the victims of that repression to react then be ignored. This was the case when in 1988-89, First Nations students demonstrated across Canada against cutbacks to funding to post-secondary education including for Aboriginal students. Little happened and racism in funding decisions continues. Another example has been the demands of such campus groups as VIPIRG directed by Prince Nallo (a man of colour) for a Race Relations Office where minority groups can obtain support and advocacy. Though not in his job description, he has been forced to advocate against racism and exclusion of minorities. Still the response of the University has been silence. Faculty, staff and the curriculum in most places remain predominantly white and male.

Whenever the voice of First Nations and racial minorities is heard, the backlash forces them to have to demystify stereotypes and misconceptions. Privileged groups should not expect them to educate. We all should be responsible to educate ourselves about the real colonial and exploitative history of our province and nation, and its impact on today's society.

We commend all those First Nations and ethnic minority students who raised our awareness recently. **Now it is the turn of the mainstream population to break the silence and take action in the name of fairness and social justice!**

The External Circle

(Social Action Committee)

David Turner, Marjorie Martin, and

Elizabeth Pittaway, Jennifer Lippold

PS. This letter and its comments were undersigned by more than thirty students and faculty in the School of Social Work.

Student demands address racism

Editor:

On March 21st, The United Nations Day for The Elimination of Racial Discrimination, the United Coalition Against Racism organised a rally and march to expose and oppose racism at UVic. Some of the concrete ways the Coalition wants racism to be addressed on campus include:

STUDENTS DEMAND FROM THE UNIVERSITY OF VICTORIA

1. Anti-Racism policy.
2. Race Relations Office.
3. First Nations Studies Program.
4. No differential fees for international students.
5. External Audit/Review of each faculty to implement changes in curriculum. Curriculum must no longer be based on a Euro-centric model. The University must provide students with a well-rounded unbiased education.
6. Campus Awareness Programs/Mandatory Workshops regarding racism for administration, faculty and students.
7. UVic orientation should include anti-racism workshop.
8. UVic equity office should look into implementing more effective hiring policies to ensure that people of colour and First Nations people are given a fair and equitable opportunity for employment.
9. Statistics must be gathered and made public to evaluate the number of people of colour and First Nations people employed in management/administration versus food services, house keeping etc.
10. Counselling services should employ at least one counselor who can deal specifically with issues of racism.
11. Increase the awareness of racism on campus (both day-to-day and systemic) under the SAFER Campus Initiative.

Thank-you to all the people who participated in and supported the anti-racism rally and march. The implementation of these demands is only the beginning of combating racism at UVic.

Tina Walker

Chairperson, University of Victoria Students' Society

Call for faculty to work together on challenging racism

Editor

It was a challenging moment for me, as a participant in the anti-racism march, standing in the Faculty Club dining room shouting slogans at my professional peers. Since then, I've been thinking about ways of working together as faculty that would be less confrontational, less "in your soup," and more related to our everyday work.

Specifically, I would like to be part of a supportive working group that recognises the need for transforming the curriculum away from the traditional white male models the students are rightly challenging, and also recognises the fact that significant change is difficult to effect. Many of us were educated within the old traditions and we are frankly ignorant and limited. We need to know what scholarly material based on other models exists, we need to know where to look for it, how to apply scholarly standards to it. We often don't know how to present or discuss it in the classroom, and we don't have time and energy to do the necessary research to overcome our limitations.

I'm not interested in arguing with anybody about the need for change or whether such change inevitably means a drop in standards. I'm not wanting to push my particular point of view on those who are perfectly comfortable with a masculinist, white-centred curriculum. I am just wanting to communicate my desire to work with others who do share my broad concerns on this matter. We could swap information and strategies, respectfully challenge and support each other, teach and learn from each other. We might even have some fun.

I am asking the Learning and Teaching Centre to contribute to this effort, and I hope to see a positive response from a broad range of faculty. If anyone is interested in working with me on this, please contact me at Local 6261, or on email dyaffe@uvic.ca.

Deborah Yaffe

Women's Studies

Employment equity policy seen as furthering discrimination

Editor:

Re: Limited or preference Hiring

I am one of the five faculty members who started a petition requesting the B.C. Human Rights Council ensure that adequate consultation occurs before considering the University's application for limited or preference hiring. As a member of a visible minority, a policy on limited or preference hiring, supposedly, would benefit me. My personal experience, however, indicates that such a policy could easily be misused. In my department, I am the only full-time faculty member who is a member of a visible minority. I am currently holding a visiting position, seeking an opportunity for a tenure-track position. Since I have obtained very good teaching evaluations and have an adequate number of publications, I should presumably be a strong candidate for any tenure-track position in my teaching areas. However, there has been tremendous pressure on my department to designate the next two tenure-track positions to women. Since by accident of birth I am a man, I would lose job opportunities if my department succumbed to these pressures. Those who have been exerting the pressure, ironically, suggest that this is the only way to achieve employment equity. In my opinion, this has nothing to do with employment equity but is further discrimination against members of historically disadvantaged groups who do not have powerful advocates in the University. The part that upsets me most is that this is presented under the guise of employment equity.

There is something that I have learned through this experience: it is that the only way to promote equity is to eliminate discrimination completely. Some people argue that compensation is necessary for addressing injustice done in the past. If so, then the compensation should be paid by those who benefited from the injustice to those who suffered from it. Limited or preference hiring, unfortunately, requires a group of innocent people, namely young Caucasian males who do not have a secure job, to sacrifice job opportunities as compensation. Such measures penalize a group of people for something that is not their fault and is obviously unjust. In time, we may have to address the injustice that is being done to this group. Limited or preference hiring, therefore, will not eliminate discrimination but will perpetuate it, because it will continuously make a group of the younger generation victims of past mistakes. The best way to correct and learn from mistakes is to ensure that such mistakes do not occur again. A policy of limited or preference hiring will not create a healthy environment for understanding to develop among people of different genders, races, cultures, religions, physical attributes and so on. Instead, it will create discontent, tension and hostility among people. Although I am strongly in support of employment equity, I do not believe limited or preference hiring is the solution. On the contrary, I believe such a policy will be detrimental to the human rights movement in the long run. Drawing from my own experience as a member of a historically disadvantaged group, I believe the healthy way to promote employment equity is to eliminate discrimination completely and let time heal the wounds. A hasty approach, such as limited or preference hiring, will only replace one form of injustice with another, and perpetuate discrimination.

Newman Lam

Visiting Professor, School of Public Administration